



## FAN EXPO HQ - VIOLENCE & SEXUAL HARASSMENT POLICY

### Policy Statement:

Fan Expo HQ strongly believes that all attendees, exhibitors and staff should be treated with dignity and respect. Fan Expo HQ's Zero Tolerance Policy: Acts of violence or sexual harassment will not be tolerated. Any instances of violence or sexual harassment must be reported to the security office or security guard immediately. Show Management will promptly respond to any incident or suggestion of violence or sexual harassment.

Fan Expo HQ does not expect employees to become experts in psychology or to physically subdue a threatening individual. Indeed, we specifically discourage attendees, exhibitors and staff from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage all attendees, exhibitors and staff to exercise reasonable judgment in identifying potentially dangerous situations.

Threats, threatening language, or any other acts of aggressions, violence or sexual harassment made toward or by any attendee/exhibitor/staff will NOT be tolerated. For purposes of this policy, a threat includes but is not limited to any verbal or physical harassment or abuse, attempts at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking, or any other hostile, aggressive, injurious and /or destructive actions undertaken for the purpose of domination or intimidation.

Fan Expo HQ expressly prohibits any acts or threats of violence or sexual harassment by any attendee, exhibitor or staff against another in or around the convention facilities or elsewhere at any time. All reports of violence or sexual harassment will promptly be investigated by show security. If an investigation confirms that a threat of a violent act, or violence/sexual harassment itself has occurred, Fan Expo HQ will take swift appropriate corrective action with regard to the offending person, up to and including immediate discharge from the show and the facility.